United Nations A/70/742/Add.10

General Assembly

Distr.: General
3 May 2016

Original: English

**Seventieth session**
Agenda item 158
**Financing of the United Nations Interim Administration Mission in Kosovo**

# Budget performance for the period from 1 July 2014 to 30 June 2015 and proposed budget for the period from 1 July 2016 to 30 June 2017 of the United Nations Interim Administration Mission in Kosovo

## Report of the Advisory Committee on Administrative and Budgetary Questions

| | |
|---|---|
| Appropriation for 2014/15 | $42,971,600 |
| Expenditure for 2014/15 | $39,596,900 |
| Underexpenditure for 2014/15 | $3,374,700 |
| Appropriation for 2015/16 | $40,031,000 |
| Projected expenditure for 2015/16[a] | $38,234,900 |
| Estimated underexpenditure for 2015/16[a] | $1,796,100 |
| Proposal submitted by the Secretary-General for 2016/17 | $36,486,900 |
| Recommendation of the Advisory Committee for 2016/17 | $36,486,900 |

[a] Estimates as at 29 February 2016.

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# I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the reports of the Secretary-General on the budget performance for the period from 1 July 2014 to 30 June 2015 (A/70/566) and the proposed budget for the period from 1 July 2016 to 30 June 2017 (A/70/707) of the United Nations Interim Administration Mission in Kosovo (UNMIK). During its consideration of the financing of the Mission, the Advisory Committee met with representatives of the Secretary-General who provided additional information and clarification, concluding with written responses dated 29 April 2016. The documents reviewed and those used for background information by the Committee in its consideration of the financing of UNMIK are listed at the end of the present report. The Advisory Committee's detailed comments and recommendations on the findings of the Board of Auditors and on cross-cutting issues related to United Nations peacekeeping operations can be found in its related reports (see A/70/380 and A/70/742, respectively).

# II. Budget performance for the period from 1 July 2014 to 30 June 2015

2. In its resolution 68/290, the General Assembly appropriated an amount of $42,971,600 gross ($39,103,700 net) for the maintenance of the United Nations Interim Mission in Kosovo for the period from 1 July 2014 to 30 June 2015. The total expenditure for the period amounted to $39,596,900 gross ($35,972,300 net), which is $3,374,700 gross ($3,131,400 net) lower than the amount appropriated by the General Assembly, corresponding to a budget implementation rate of 92.1 per cent. A detailed analysis of variances is provided in section IV of the performance report (A/70/566). The underexpenditure is mainly attributable to:

(a) Reduced requirements for military and police of $273,000, or 34.1 per cent, compared with the apportionment for 2014/2015, owing to lower than projected death and disability compensation claims and the non-deployment of an average of one United Nations police officer during the period;

(b) Reduced requirements for civilian personnel of $3,280,800, or 9.6 per cent, including $1,309,200 for international staff as a result of a lower-than-budgeted post adjustment multiplier, a lower number of staff on special leave without pay and lower-than-budgeted common staff costs, and $1,877,800 under national staff owing to the favourable exchange rate and a higher-than-budgeted vacancy rate.

3. The lower requirements were offset in part by increased requirements of $179,200, or 2.2 per cent, for operational costs, attributable mainly to costs for facilities and infrastructure resulting from the purchase of non-budgeted office furniture and information technology equipment for the new headquarters.

4. The comments of the Advisory Committee on the information in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2016 to 30 June 2017 in the paragraphs below.

# III. Financial position and information on performance for the current period

5. The apportionment for the current period amounts to $40,031,000. The Advisory Committee was provided with information indicating that as at 29 February 2016 the expenditures amounted to $24,116,100 and that the estimated total expenditure as at 30 June 2016 would amount to $38,234,900, leaving a projected unencumbered balance of $1,796,100, or 4.5 per cent, of the appropriation approved for the 2015/2016 period.

6. The Secretary-General indicates in his report that the Human Rights Advisory Panel, which reviews complaints of human rights violations, is expected to complete its work by the end of the 2015/16 period (A/70/707, para. 11).

7. The Advisory Committee was informed that as at 29 February 2016 the human resources incumbency for UNMIK was as follows:

| | *Authorized*[a] | *Encumbered* | *Vacancy rate (percentage)* |
|---|---|---|---|
| **Military and police personnel** | | | |
| Military observers | 8 | 8 | – |
| United Nations police | 8 | 8 | – |
| **Civilian personnel** | | | |
| International staff | 116 | 106 | 8.6 |
| National staff | 229 | 223 | 2.6 |
| United Nations Volunteers | 27 | 23 | 14.8 |

[a] Represents the highest authorized strength for the period.

8. The Advisory Committee was also informed that as at 29 February 2016 a total of $3,010,838,000 had been assessed on Member States in respect of UNMIK since its inception. Payments received at the same date amounted to $2,970,932,000, leaving an outstanding balance of $39,906,000. **The Advisory Committee notes with concern that the cash position of the Mission was $8,563,000 as at 7 March 2016**[1] **which does not cover the three-month operating cash reserve of $10,008,000 (representing a shortfall of $1,445,000). The Advisory Committee recalls that the General Assembly has consistently stressed that all Member States should fulfil their financial obligations as set out in the Charter of the United Nations on time, in full and without conditions, most recently in its resolution 70/247. The Committee also reiterates that the Secretary-General should continue to explore available options to address issues of late payment of assessed contributions, including engaging more actively with Member States (see A/70/829, para. 17).** With regard to death and disability compensation, the Committee was informed that as at 29 February 2016 a total of $939,000 had been paid in respect of 25 claims since the inception of the Mission. As at that date, there were no pending claims.

[1] Including the following amounts borrowed from closed missions: $16 million borrowed from the United Nations Peace Forces and $6.5 million borrowed from the United Nations Mission in Haiti.

# IV. Proposed budget for the period from 1 July 2016 to 30 June 2017

## A. Mandate and planned results

9. The mandate of UNMIK was established by the Security Council in its resolution 1244 (1999). Paragraphs 1-18 of the Secretary-General's budget proposal (A/70/707) set out the mandate, planned results, planning assumptions and mission support initiatives for the 2016/17 period. The Secretary-General indicates in his report that UNMIK is headed by the Special Representative of the Secretary-General, who ensures a coordinated approach by the international presence, including the Kosovo Force (KFOR) and the European Union Rule of Law Mission in Kosovo (EULEX). EULEX is deployed under Security Council resolution 1244 (1999) and operates under the overall authority of the United Nations.

10. The Secretary-General indicates that pursuant to Security Council resolution 1244 (1999), the strategic objective of the Mission remains to strengthen and consolidate peace, security and stability in Kosovo and the region (A/70/707, para. 6).

11. The Secretary-General proposes a number of structural changes during the reporting period to support the performance of the mandate of UNMIK on the basis of a staffing review conducted by the Department of Peacekeeping Operations and the Department of Field Support from June to July 2015, which would entail a net reduction of 20 civilian posts and positions and the nationalization of seven international posts (A/70/707, para. 15; see also para. 19 below).

12. The Advisory Committee requested and was provided with information on the budget resource proposals over the past five financial periods as follows:

(Thousands of United States dollars)

| *Budget period* | *Proposed budget* | *Approved budget* | *Budget report symbol* |
|---|---|---|---|
| 2012/13 | 46 963.20 | 46 963.00 | A/66/673 |
| 2013/14 | 44 953.10 | 44 953.00 | A/67/700 |
| 2014/15 | 42 768.10 | 42 917.60 | A/68/701 |
| 2015/16 | 41 442.40 | 40 031.00 | A/69/729 |
| 2016/17 | 36 486.90 | – | A/70/707 |

## B. Resource requirements

13. The proposed budget for the period from 1 July 2016 to 30 June 2017 amounts to $36,486,900 gross ($32,904,600 net) representing an 8.9 per cent budgetary decrease amounting to $3,544,100 in gross terms compared with the appropriation for 2015/16. Detailed information on the financial resources requested and an analysis of the variances are provided in sections II and III of the report of the Secretary-General on the proposed budget (A/70/707, paras. 65-88).

## 1. Military and police personnel

| *Category* | *Approved 2015/16*[a] | *Proposed 2016/17* | *Variance* |
|---|---|---|---|
| Military observers | 8 | 8 | – |
| United Nations police | 8 | 9 | 1 |

[a] Represents the highest level of authorized/proposed strength.

14. The proposed requirements for military and police personnel during the 2016/17 period amounts to $699,500, representing a 3.9 per cent increase of $26,300 compared with the apportionment for 2015/16. The number of military personnel would remain unchanged with eight military observers, but the proposal includes an increase in the number of United Nations police officers from eight to nine. Upon enquiry, the Advisory Committee was informed that the proposed increase in the police strength aims at enhancing the Mission's integrated analytical and reporting capabilities. The United Nations police officer would be embedded in the Joint Operations Centre/Joint Mission Analysis Centre, with a view to providing a more coherent analytical and reporting capacity than achieved with the current Situation Centre.

15. The increased requirements would be partially offset by a budgeted vacancy rate of 6 per cent for the 2016/17 period compared with a vacancy rate of zero per cent for the 2015/16 period. **The Advisory Committee recommends approval of the proposed resources for military and police personnel.**

## 2. Civilian personnel

| *Category* | *Approved 2015/16* | *Proposed 2016/17* | *Variance* |
|---|---|---|---|
| International staff | 116 | 109 | (7) |
| National staff | 229 | 219 | (10) |
| United Nations Volunteers | 27 | 24 | (3) |
| **Total** | **372** | **352** | **(20)** |

16. The proposed requirement for civilian personnel during the 2016/17 period amounts to $27,460,800, representing a 13.9 per cent decrease amounting to $4,447,600 compared with the apportionment for 2015/16.

17. The reduced requirements are attributable primarily to the staffing changes reflected in the table above. The civilian component will thereby be reduced to 109 international staff, 219 national staff and 24 United Nations Volunteers.

18. **In connection with the proposed net reductions to the number of national staff, the Advisory Committee recalls that the General Assembly, in paragraph 32 of its resolution 65/289, has noted the increasing role of national staff in peacekeeping operations and the need for missions to build national capacity. The Committee reiterates its support to the increasing trend towards nationalizing posts and positions, whenever possible. Any nationalization proposals should, in the view of the Committee, also preserve the impartial nature of the United Nations peacekeeping presence (see A/68/782, para. 91).**

19. A detailed description of the staffing changes proposed under each component is provided in paragraphs 22-64 of the budget document (A/70/707), a summary of which is set out in the annex to the present report. The main proposed changes to the civilian component are the following:

(a) **Executive direction and management**: a net increase of three international posts and one United Nations Volunteer position would result from the following proposed changes: the staffing of the Office of the Special Representative of the Secretary-General is to be reduced from 17 to 6 posts or positions; offices of the Deputy Special Representative and of the Chief of Staff would be created and staffed with 3 and 14 posts respectively; the secretariat of the Human Rights Advisory Panel, including its six dedicated posts, would be abolished; a Human Rights Section would be created with eight new posts or positions; the Situation Centre is to be renamed the Joint Operations Centre/Joint Mission Analysis Centre; and the Language Unit, with its four national posts, is proposed to be abolished;

(b) **Component 1, substantive**: the proposed changes would entail a net reduction of nine international posts and one United Nations Volunteer position as well as a net increase of five national posts resulting from the following changes: the Offices of Political Affairs, Legal Affairs and Community Support and Facilitation are to be reduced by one, two and four posts or positions respectively; the Rule of Law Liaison Office, including its 13 posts, would be abolished; the Office of Rule of Law would expand from 6 to 25 posts or positions; a front office to the Office of Rule of Law is proposed to be established with four new posts; a Justice and Corrections Section would be created with 15 new posts or positions; the Office of the Spokesperson and Public Information is to be renamed the Office of Strategic Communications and Public Affairs and its staffing reduced by three posts or positons; and the Mitrovica Regional Office would undergo a net reduction of two posts and the conversion of four international posts into national professional posts;

(c) **Component 2, support**: the proposed changes to the support component would include a decrease of one international post, 15 national posts and two United Nations Volunteer positions.

20. **The Advisory Committee recommends approval of the staffing changes and requested resources with regard to civilian personnel.**

## 3. Operational costs

(United States dollars)

| *Apportionment 2015/16* | *Proposed 2016/17* | *Variance* |
|---|---|---|
| 7 449 400 | 8 326 600 | 877 200 |

21. The proposed operational costs for the period from 1 July 2016 to 30 June 2017 amount to $8,326,600, representing an increase of $877,200, or 11.8 per cent, compared with the apportionment for 2015/16.

22. The increased requirements are attributable mainly to the following:

(a) **Facilities and infrastructure**: an increase of $975,600, or 40.5 per cent, compared with the appropriation for the 2015/16 period is attributable mainly to the implementation of a solar energy system in the Pristina headquarters by 30 June

2017. It is indicated that this project will enable the Mission to produce up to 67 per cent of its electricity from renewable energy sources. **The Advisory Committee commends the Mission for its efforts to introduce renewable energy and trusts that this will lead to, inter alia, more efficient fuel consumption, including for generator usage;**

(b) **Other supplies, services and equipment**: an increase of $533,400, or 77.3 per cent, is attributable mainly to the inclusion of confidence-building projects (in lieu of quick-impact projects proposed in previous periods) to promote reconciliation among communities, in accordance with General Assembly resolution 67/276, and freight costs associated with the acquisition of a solar energy system, enhanced external lighting and information and communications technology equipment;

(c) **Communications**: an increase of $243,300, or 18.3 per cent, is attributable mainly to the acquisition of communications equipment;

(d) **Ground transportation**: an increase of $79,400, or 28.4 per cent, is attributable to the rental of three buses to transport commuting staff members;

(e) **Official travel**: an increase of $41,000 or 12.6 per cent is attributable to additional training on Umoja Extension 1 for three finance staff, four Joint Operations Centre/Joint Mission Analysis Centre workshops and the Management Development Programme training course for six staff members. The Committee was informed, upon enquiry, that for the period 2014/15, 82.8 per cent of travel arrangements were in compliance with the 16-day advance purchase policy.

23. The overall budgetary increase of operational costs is partially offset by the following reduced requirements:

(a) **Information technology**: a decrease of $444,100, or 25.3 per cent, compared with the appropriation for 2015/16 is attributable to lower requirements for information technology acquisitions and a reduced number of users and the non-requirement for indirect support costs for Umoja;

(b) **Consultants**: a decrease of $145,100, or 73.5 per cent, is attributable to the services previously rendered by the Human Rights Advisory Panel consultants who are no longer required as a result of the closure of the Panel.

24. **The Advisory Committee recommends approval of the resources requested for operational costs.**

**Other issues**

*Efficiency gains*

25. The Secretary-General indicates in his report that the cost estimates for the 2016/17 period took into account an amount of $1,634,300 in efficiency gains in relation to the reconfiguration and restructuring of the substantive and support components with a net reduction of 20 posts and positions as a result of the civilian staffing review conducted in June and July 2015 (A/70/707, para. 66).

26. **In this regard, the Advisory Committee recalls paragraph 23 of General Assembly resolution 66/264, in which the Assembly underlined the importance of the Secretary-General comprehensively reviewing the civilian staffing requirements for each peacekeeping mission, with particular attention to the**

**feasibility of nationalizing Field Service posts and improving the ratio of substantive to support staff, in particular when there is a significant change in mandate or authorized force levels, to ensure that the civilian staffing structure is appropriate to effectively implement the current mandate and that it reflects staffing best practices across missions.**

27. **In the case of UNMIK, the Advisory Committee notes that the staffing review included reducing a number of substantive posts and positions and that these reductions are considered to be "efficiency gains". The Committee points out, however, that such gains are not usually attributed to staffing reductions in the substantive components of peacekeeping missions. The Advisory Committee expects that the Secretary-General will provide explanations to the General Assembly in terms of why the proposed reductions are, in this case, all considered to be efficiency gains.**

*Fuel costs*

28. The Advisory Committee was provided with information concerning decreases of the estimated costs for fuel in 2016/17 compared with the current period: the price of generator fuel is estimated at $0.55 per litre in 2016/17 compared with $0.67 per litre in 2015/16, and the price of diesel fuel for ground vehicles is estimated at $0.56 per litre in 2016/17 compared with $0.58 per litre in the current period. Upon enquiry, the Advisory Committee was informed that the prices for fuel are based on average fuel prices over a period of six months. The proposed budget for the 2016/17 period is based on six months of average fuel prices from March 2015 to August 2015, while the budget for the 2015/16 period was based on six months of average fuel prices from November 2014 to April 2015.

29. The Advisory Committee was further informed, upon enquiry, that: (a) the total cost for generator fuel of $21,987 in the proposed budget for 2016/17, as compared with $48,109 in 2015/16, represents a decrease of $26,121, which comprises a reduction of $8,542 resulting from a decrease in price and a reduction of $17,579 resulting from a decrease in the volume of fuel to be consumed; and (b) the total diesel fuel cost in the proposed budget of $82,693 is slightly higher than the amount included in the budget for 2015/16 ($80,705) because the reduction of $2,072 related to price would be offset by an increase in the volume to be consumed.

*Waste management*

30. The Advisory Committee was informed, upon enquiry, that management of waste generated by UNMIK varies according to the nature of operations and can be classified into solid and liquid waste. Both categories are further classified into hazardous and non-hazardous waste. With respect to non-hazardous waste, the Mission continues to follow waste management procedures by implementing the "reduce, re-use, recycle" principle. Non-hazardous waste consists of metal, paper, plastic, aluminium packaging materials, wooden chips, plastic bottles, aluminium cans, food refuse, cloth materials and domestic wastewater, which are recycled whenever practicable. In addition, there is a plan to create one collection point for composting in early 2016. Further, the Property Disposal Unit collects general metal materials such as vehicle shells, vehicle body panels and empty bullet casings at designated collection points for recycling. All other non-recyclable solid wastes are periodically collected by the local municipal companies from the Mitrovica

Regional Office and the United Nations Office in Belgrade and transported to a designated landfill site.

31. Concerning hazardous waste, including medical waste, waste oil and oil contaminated materials, used batteries, electronic equipment, refrigerants, paints and solvents, the Advisory Committee was informed, upon enquiry, that waste is collected, removed and disposed of by a hazardous waste contractor. Every location that produces hazardous waste has a designated site to accumulate the waste in a safe location. In particular, oil, contaminated fuel and other petroleum products as well as other contaminated material are collected and disposed of by the contractor.

32. **The Advisory Committee commends UNMIK for its proactive and comprehensive approach to waste management and trusts that such practices will be replicated in other peacekeeping missions.**

## V. Actions to be taken by the General Assembly

33. The actions to be taken by the General Assembly in connection with the financing of UNMIK for the period from 1 July 2014 to 30 June 2015 are indicated in paragraph 47 of the budget performance report (A/70/566). **The Advisory Committee recommends that the unencumbered balance of $3,374,700 for the period from 1 July 2014 to 30 June 2015, as well as other income and adjustments in the amount of $670,000 for the period ended 30 June 2015 be credited to Member States.**

34. The actions to be taken by the General Assembly in connection with the financing of UNMIK for the period from 1 July 2016 to 30 June 2017 are indicated in paragraph 89 of the proposed budget (A/70/707). **The Advisory Committee recommends that the General Assembly appropriate and assess the amount of $36,486,900 for the maintenance of the Mission for the 12-month period from 1 July 2016 to 30 June 2017.**

*Documentation*

- Budget performance of the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2014 to 30 June 2015 (A/70/566)
- Budget for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2016 to 30 June 2017 (A/70/707)
- Report of the Secretary-General on the United Nations Interim Administration Mission in Kosovo (S/2014/773 and Corr.1)
- Report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2014 to 30 June 2015 (A/70/5 (Vol. II), chap. II)
- Report of the Advisory Committee on Administrative and Budgetary Questions on cross-cutting issues related to United Nations peacekeeping operations (A/70/742)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the budget performance for the period from 1 July 2013 to 30 June 2014 and proposed budget for the period from 1 July 2015 to 30 June 2016 of the United Nations Interim Administration Mission in Kosovo ( A/69/839/Add.10 )
- General Assembly resolutions 68/290 and 69/300 on the financing of the United Nations Interim Administration Mission in Kosovo
- Security Council resolution 1244 (1999)

# Annex

## Summary of proposed staffing changes in the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2016 to 30 June 2017

| *Office/section/unit* | *Number* | *Level* | *Functional title* | *Post action* | *Description* |
|---|---|---|---|---|---|
| **Executive direction and management** | | | | | |
| Office of the Special Representative of the Secretary-General | | | | | |
| | + 1 | P-4 | Gender Adviser | Establishment | |
| | - 1 | P-4 | Political Affairs Officer | Reassignment and reclassification | To the Office of the Deputy Special Representative of the Secretary-General (P-3, Special Assistant) |
| | - 1 | D-2 | Deputy Special Representative | Redeployment | To the Office of the Deputy Special Representative |
| | - 1 | FS | Personal Assistant | Redeployment | |
| | - 2 | P-3 | Political Affairs Officer | Reassignment | To Office of the Chief of Staff (Coordination Officer and Planning Officer) |
| | - 1 | D-1 | Chief of Staff | Redeployment | |
| | - 1 | FS | Administrative Assistant | Redeployment | |
| | - 1 | NGS | Administrative Assistant | Redeployment | |
| | - 2 | NGS | Team Assistant | Redeployment | |
| | - 1 | UNV | Political Affairs Officer | Redeployment | |
| | - 1 | UNV | Associate Information Management Officer | Redeployment | |
| | **- 11** | | | | |
| Office of the Deputy Special Representative of the Secretary-General | | | | | |
| | + 1 | P-3 | Special Assistant | Reassignment and reclassification | From the Office of the Special Representative of the Secretary-General (P-4 Political Affairs Officer) |
| | + 1 | D-2 | Deputy Special Representative | Redeployment | |
| | + 1 | FS | Personal Assistant | Redeployment | |
| | **+ 3** | | | | |

| *Office/section/unit* | *Number* | *Level* | *Functional title* | *Post action* | *Description* |
|---|---|---|---|---|---|
| Office of the Chief of Staff | + 1 | P-5 | Senior Planning Officer | Reassignment | From the Office of Community Support and Facilitation (Senior Political Affairs Officer) |
| | + 3 | NPO | Associate Translator | Redeployment | From the Language Unit |
| | + 1 | NGS | Language Assistant | Redeployment | |
| | + 1 | P-3 | Coordination Officer | Reassignment | From the Office of the Special Representative (Political Affairs Officers) |
| | + 1 | P-3 | Planning Officer | Reassignment | |
| | + 1 | D-1 | Chief of Staff | Redeployment | From the Office of the Special Representative |
| | + 1 | FS | Administrative Assistant | Redeployment | |
| | + 1 | NGS | Administrative Assistant | Redeployment | |
| | + 2 | NGS | Team Assistant | Redeployment | |
| | + 1 | UNV | Political Affairs Officer | Redeployment | |
| | + 1 | UNV | Associate Information Management Officer | Redeployment | |
| | **+ 14** | | | | |
| Secretariat of the Human Rights Advisory Panel | | | | | |
| | - 1 | P-4 | Legal Officer | Abolishment | |
| | - 2 | P-3 | Legal Officer | Abolishment | |
| | - 1 | P-2 | Associate Legal Officer | Abolishment | |
| | - 1 | NGS | Legal Assistant | Abolishment | |
| | - 1 | NGS | Team Assistant | Abolishment | |
| | **- 6** | | | | |
| Human Rights Section | + 1 | P-4 | Human Rights Officer | Establishment | |
| | + 1 | P-3 | Human Rights Officer | Establishment | |
| | + 1 | NPO | Human Rights Officer | Establishment | |
| | + 1 | P-4 | Human Rights Officer | Reassignment | From the Office of Political Affairs (Political Affairs Officer) |
| | + 1 | P-5 | Senior Human Rights Officer | Redeployment | From the Office of Community Support and Facilitation |
| | + 1 | UNV | Associate Human Rights Officer | Redeployment | |
| | + 1 | P-2 | Associate Human Rights Officer | Redeployment | From the Mitrovica Regional Office |
| | + 1 | NPO | Human Rights Officer | Redeployment | |
| | **+ 8** | | | | |

| *Office/section/unit* | *Number* | *Level* | *Functional title* | *Post action* | *Description* |
|---|---|---|---|---|---|
| Situation Centre | | | | | |
| | - 1 | P-3 | Security Officer | Reassignment | To the Joint Operations Centre/Joint Mission Analysis Centre (Information Analyst) |
| | - 1 | P-4 | Liaison Officer | Redeployment | To the Joint Operations Centre/Joint Mission Analysis Centre |
| | - 1 | P-3 | Information Analyst | Redeployment | |
| | - 2 | UNV | Operations Officer | Redeployment | |
| | **- 5** | | | | |
| Joint Operations Centre/Joint Mission Analysis Centre | | | | | |
| | + 1 | P-3 | Information Analyst | Reassignment | From the Situation Centre (Security Officer) |
| | + 1 | P-4 | Liaison Officer | Redeployment | From the Situation Centre |
| | + 1 | P-3 | Information Analyst | Redeployment | |
| | + 2 | UNV | Operations Officer | Redeployment | |
| | **+ 5** | | | | |
| Language Unit | | | | | |
| | - 3 | NPO | Associate Translator | Redeployment | To the Office of the Chief Staff |
| | - 1 | NGS | Language Assistant | Redeployment | |
| | **- 4** | | | | |
| *Component 1, substantive* | | | | | |
| Office of Political Affairs | | | | | |
| | - 1 | D-1 | Chief Political Affairs Officer | Abolishment | |
| | + 1 | P-5 | Chief Political Affairs Officer | Reassignment | From the Office of the Spokesperson and Public Information (Spokesperson) |
| | - 1 | P-4 | Political Affairs Officer | Reassignment | To the Human Rights Section (Human Rights Officer) |
| | **-1** | | | | |
| Office of Legal Affairs | | | | | |
| | - 1 | D-1 | Chief Legal Affairs Officer | Abolishment | |
| | - 1 | NGS | Legal Assistant | Abolishment | |
| | - 1 | P-2 | Associate Legal Officer | Conversion | |
| | + 1 | NPO | Associate Legal Officer | Conversion | |
| | **- 2** | | | | |

| *Office/section/unit* | *Number* | *Level* | *Functional title* | *Post action* | *Description* |
|---|---|---|---|---|---|
| Office of Community Support and Facilitation | | | | | |
| | - 1 | D-1 | Principal Officer | Abolishment | |
| | - 1 | P-5 | Senior Political Affairs Officer | Reassignment | To the Office of the Chief of Staff (Senior Planning Officer) |
| | - 1 | P-3 | Economic Affairs Officer | Reassignment | Within the Office of Community Support and Facilitation |
| | - 1 | P-3 | Public Information Officer | Reassignment | |
| | + 2 | P-3 | Civil Affairs Officer | Reassignment | |
| | - 1 | P-4 | Civil Affairs Officer | Conversion | |
| | + 1 | NPO | Civil Affairs Officer | Conversion | |
| | - 1 | P-2 | Associate Reporting Officer | Conversion | |
| | + 1 | NPO | Associate Reporting Officer | Conversion | |
| | - 1 | P-5 | Senior Human Rights Officer | Redeployment | To the Human Rights Section |
| | - 1 | UNV | Associate Human Rights Officer | Redeployment | |
| | **- 4** | | | | |
| Rule of Law Liaison Office | | | | | |
| | - 1 | P-5 | Senior Coordination Officer | Reassignment | To the Justice and Corrections Section (Senior Judicial Affairs Officer) |
| | - 1 | NGS | Administrative Assistant | Redeployment | To the Office of Rule of Law |
| | - 2 | P-4 | Legal Officer | Redeployment | To the Justice and Corrections Section |
| | - 2 | P-3 | Judicial Affairs Officer | Redeployment | |
| | - 2 | P-2 | Associate Legal Officer | Redeployment | |
| | - 1 | NPO | Associate Judicial Affairs Officer | Redeployment | |
| | - 2 | UNV | Associate Legal Officer | Redeployment | |
| | - 1 | NGS | Reports Assistant | Redeployment | |
| | - 1 | NGS | Administrative Assistant | Redeployment | |
| | **- 13** | | | | |

| *Office/section/unit* | *Number* | *Level* | *Functional title* | *Post action* | *Description* |
|---|---|---|---|---|---|
| Office of Rule of Law | | | | | |
| Office of Rule of Law (front office) | | | | | |
| | + 1 | D-1 | Head of Rule of Law Office | Establishment | |
| | + 1 | P-5 | Senior Rule of Law Advisor | Establishment | |
| | + 1 | P-4 | Rule of Law Advisor | Establishment | |
| | + 1 | NGS | Administrative Assistant | Redeployment | From the Rule of Law Liaison Office |
| Justice and Corrections Section | | | | | |
| | + 1 | P-4 | Corrections Officer | Establishment | |
| | + 1 | P-3 | Judicial Affairs Officer | Establishment | |
| | + 1 | NPO | Associate Judicial Affairs Officer | Establishment | |
| | + 1 | P-5 | Senior Judicial Affairs Officer | Reassignment | From the Rule of Law Liaison Office (Senior Coordination Officer) |
| | + 2 | P-4 | Legal Officer | Redeployment | From the Rule of Law Liaison Office |
| | + 2 | P-3 | Judicial Affairs Officer | Redeployment | |
| | + 2 | P-2 | Associate Legal Officer | Redeployment | |
| | + 1 | NPO | Associate Judicial Affairs Officer | Redeployment | |
| | + 2 | UNV | Associate Legal Officer | Redeployment | |
| | + 1 | NGS | Reports Assistant | Redeployment | |
| | + 1 | NGS | Administrative Assistant | Redeployment | |
| | **+ 19** | | | | |
| Office of the Spokesperson and Public Information | | | | | |
| | - 2 | NGS | Public Information Assistant | Abolishment | |
| | - 1 | P-5 | Spokesperson | Reassignment | To the Office of Political Affairs (Chief Political Affairs Officer) |
| | - 1 | P-4 | Radio Producer | Reassignment | To the Office of Strategic Communications and Public Affairs (Public Information Officer) |
| | - 1 | NPO | Associate Public Information Officer | Redeployment | To the Office of Strategic Communications and Public Affairs |
| | - 1 | UNV | Public Information Officer | Redeployment | |
| | - 7 | NGS | Public Information Assistant | Redeployment | |
| | **- 13** | | | | |

| *Office/section/unit* | *Number* | *Level* | *Functional title* | *Post action* | *Description* |
|---|---|---|---|---|---|
| Office of Strategic Communications and Public Affairs | | | | | |
| | + 1 | P-4 | Public Information Officer | Reassignment | From the Office of the Spokesperson and Public Information (Radio Producer) |
| | + 1 | NPO | Associate Public Information Officer | Redeployment | From the Office of the Spokesperson and Public Information |
| | + 1 | UNV | Public Information Officer | Redeployment | |
| | + 7 | NGS | Public Information Assistant | Redeployment | |
| | **+ 10** | | | | |
| Mitrovica Regional Office | | | | | |
| | - 1 | P-4 | Civil Affairs Officer | Abolishment | |
| | - 1 | UNV | Civil Affairs Officer | Abolishment | |
| | + 1 | P-3 | Civil Affairs Officer | Establishment | |
| | + 1 | NPO | Civil Affairs Officer | Establishment | |
| | - 4 | P-4 | Civil Affairs Officer | Conversion | |
| | + 4 | NPO | Civil Affairs Officer | Conversion | |
| | - 1 | P-2 | Associate Human Rights Officer | Redeployment | To the Human Rights Section |
| | - 1 | NPO | Human Rights Officer | Redeployment | |
| | **- 2** | | | | |
| *Component 2, support* | | | | | |
| Chief of Mission Support | | | | | |
| | - 1 | NGS | Information Technology Assistant | Abolishment | |
| | - 1 | UNV | Information Technology Officer | Abolishment | |
| | **- 2** | | | | |
| Deputy Chief of Mission Support | | | | | |
| | - 1 | FS | Travel Officer | Abolishment | |
| | - 1 | NGS | Human Resources Assistant | Abolishment | |
| | - 1 | NGS | Mail and Pouch Assistant | Abolishment | |
| | - 1 | UNV | Budget Officer | Abolishment | |
| | - 3 | NGS | Finance Assistant | Abolishment | |
| | - 1 | NGS | Contract Management Assistant | Abolishment | |
| | **- 8** | | | | |

| *Office/section/unit* | *Number* | *Level* | *Functional title* | *Post action* | *Description* |
|---|---|---|---|---|---|
| **Chief Supply Chain and Service Delivery** | | | | | |
| | - 2 | NGS | Supply Assistant | Abolishment | |
| | - 1 | NGS | Warehouse Assistant | Abolishment | |
| | - 3 | NGS | Driver | Abolishment | |
| | - 1 | NGS | Fuel Assistant | Abolishment | |
| | - 1 | NGS | PCIU Assistant | Abolishment | |
| | **- 8** | | | | |
| **Total** | | | | | |
| International staff | - 7 | | | | |
| National staff | - 10 | | | | |
| United Nations Volunteers | - 3 | | | | |
| General temporary assistance | – | | | | |

*Abbreviations*: FS, Field Service; NPO, National Professional Officer; NGS, national General Service; UNV, United Nations Volunteer.